THE “NUTS AND BOLTS” OF THE MARKET YEAR

BOALT BOOT CAMP - 8/9/13
THE JOB TALK PAPER

• Revise
• Sending the paper to a concentric circle of reviewers
  • The inner circle of trusted members of your “team”
  • Revise
  • The circle of faculty members at your home institution
  • Revise
  • The circle of faculty members that are experts in your field
  • Revise
• Send it to schools upon request (usually have a 1-2 week grace period)
THE JOB TALK PRESENTATION

- Moot, moot, and moot some more
- Key to the moot: being forced to answer questions (preferably those of the challenging sort)
- Moot to different audiences (experts, non-experts, non-lawyers)
PRACTICE THE “PITCH”

• 30-second
• 2-minute
• 5-minute
PRACTICE AALS INTERVIEW

• Be prepared to answer the typical AALS interview questions:
  1. Tell me about your job talk paper.
  2. What's next after the job talk?
  3. Tell me about your research agenda.
  4. Why do you want to be a law professor?
  5. What classes you would most like to teach and why?
  6. How would you go about teaching [insert course / doctrine / case here]?
  7. Why are you leaving (not going into) law practice?
PRACTICE AALS INTERVIEW

8 What kind of public service activities are you engaged in?
9 Where do you see yourself in ten years? (As scholar; as citizen?)
10 What was your favorite class (or professor) in law school and why?
11 What are your personal interests and hobbies?

Practice the AALS interviews with members of the “team” and with someone you find intimidating
THE PACKET

• What is their purpose?
• What should you include in them?
• To whom should you send them? In what form?
• When should you send them?
• What do they get you?
NETWORKING/GETTING YOURSELF ON THE RADAR

- Contact who you know in the academy
- Contact friends of your references/professors at home institution
- Contact friends of the friends of your references/professors at home institution
- What should you say when you contact them?
WHEN THE PHONE RINGS

• Answer it...unless you can’t talk.
• Be excited even if you have no idea where the school is or how it is ranked. Don’t ask where the school is.
• Ask whether you are being considered for a particular “slot”
• Scheduling
  • Pre-AALS Interviews? Skype/Video-conferencing?
  • Pre-AALS job talks?
• Research the school
• Update your references
• How many is too many? How few is too few?
IF THE PHONE DOES NOT RING

- Do not panic! Calls can continue up until the eve of the conference
- Continue to network and ask your references to network on your behalf
- Send update emails to schools where you sent targeted packets (e.g. article placement news)
- Be patient and continue revising your job talk paper
VAP/FELLOWSHIP MARKET

- The back-up plan – VAP/Fellowship Applications
- Whether/when to apply?
  - Past two years, approximately 69% of hirees had VAPs or fellowships
  - Opportunity cost/re-location challenges
  - Avoiding exploitative VAPs
THE HIRING CONFERENCE

• Bring energy and passion
• Know your paper and everything else that you have written.
• Style over substance?
• Be ready to respond to the ten questions
• Be prepared to ask questions
POST-HIRING CONFERENCE

• Think about and discuss with your references the proper timing and order of job talks

• Return phone call the day you receive it even if you aren’t able to decide on the exact timing of the job talk

• Prepare travel plans and send the committee revised job talk paper

• Ask the committee member about the schedule and when you will have a sense of who you will be meeting with.
  • Decide whether dinner before or after the job talk is preferable for you

• Ask again whether you are being considered for a particular slot (if you don’t already know)

• Tell your references to let other schools that you are interested in know about your job talks
POST-HIRING CONFERENCE

• If the phone does not ring
  • Don’t panic! Calls for job talks will be made all the way through January
  • Put your references to work contacting schools
  • Send schools that you interviewed with a revised job talk paper
  • Don’t give up but start to consider the back-up plan (VAPs/Fellowships)
THE CALL-BACK

• **Typical schedule**
  • Day 1 – Arrive; dinner with faculty (2-6 faculty members)
  • Day 2
    • Morning: Office Interviews 2-3 interviews ranging from 30 minutes to an hour (1-6 faculty members) – usually focused on CV, research agenda, teaching interests
    • Noon: Eat lunch – can ask to eat after job talk, but you might not have time to eat (make sure they save you some food!)
    • 12:30 - Job talk – 20 minute talk, 40-60 minute Q&A
    • Afternoon: Office Interviews 2-3 interviews ranging from 30 minutes to an hour (1-6 faculty members) – usually focused on job talk
THE CALL-BACK AND BEYOND

• Do your thing. You are ready!
• Wear suits at all events – dinner, interview, etc.
• Take the office interviews very seriously even when they don’t feel that serious. Do your best to keep conversations on track.
• Do not get too high or too low after the job talk – finish the day strong
• Post-Job Talk
  • Contact hiring chair to get a sense of the timeline for a decision
  • Be patient as the process plays out
THE OFFER STAGE

• Offer
  • Do a visit – does the culture of the school and location fit you and your family? Get all the details of the offer (deadline for making a decision, teaching expectations, scholarship expectations, pay, housing stipend, etc.).
  • Inform references and other more preferable schools about the offer

• No offer
  • Many schools will not send rejection letters
  • Can force a school’s hand by asking them for a decision prior to another offer expiration (if you have in one hand)
  • Be gracious (never want to burn a bridge to a potential lateral opportunity)